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ABSTRACT

This annual report of the National Council on Disability (NCD) describes major activities and accomplishments during fiscal year 1996 in its role of advising the President and Congress on issues concerning people with disabilities. The NCD conducted the first-ever National Summit on Disability Policy which gathered 300 people to develop more than 120 comprehensive recommendations for the future of people with disabilities, and released several reports covering a variety of disability policy issues, including "Cognitive Impairments and the Application of Title I of the Americans with Disabilities Act," "Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children Supplement," "Foreign Policy and Disability," "Guidance from the Graphical User Interface (GUI) Experience: What GUI Teaches about Technology Access," "Disability Perspectives and Recommendations on Proposals To Reform the Medicaid and Medicare Programs," and "Access to the Information Superhighway and Emerging Information Technologies by People with Disabilities." The research areas in which NCD worked are also described. Appendices include biographies of NCD members and staff, a listing of NCD publications, and the NCD mission statement. (CR)

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National Council on Disability

Annual Report

EC 306453

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Annual Report, Volume 17, Fiscal Year 1996

Publication Date: March 31, 1997

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NATIONAL COUNCIL ON DISABILITY

An independent federal agency working with the President and the Congress to increase the inclusion, independence, and empowerment of all Americans with disabilities.

LETTER OF TRANSMITTAL

March 31, 1997

The President
The White House
Washington, D.C. 20500

Dear Mr. President:

In accordance with Section 401(a)(9) of the Rehabilitation Act of 1973, as amended, we are pleased to submit the National Council on Disability's (NCD) Annual Report for Fiscal Year (FY) 1996.

NCD began Fiscal Year (FY) 1996 with numerous activities designed to promote policies, programs, practices, and procedures that guarantee equal opportunity for all individuals with disabilities, regardless of the nature or severity of the disability; and to empower individuals with disabilities to achieve economic self-sufficiency, independent living, and inclusion and integration into all aspects of society.

NCD continued to review and evaluate new and emerging policy issues affecting people with disabilities at the federal, state, and local levels, and in the private sector. To that end, NCD broke new ground by conducting the first-ever **National Summit on Disability Policy**. Gathering more than 300 people, chosen to represent the broad array of persons with disabilities, the diverse group of participants played a central role in developing more than 120 comprehensive recommendations for the future of people with disabilities in this country. Those recommendations and policy goals were then presented to you and the 104th Congress in an historic report, *Achieving Independence: The Challenge for the 21st Century*.

NCD's other significant highlights for FY 1996 included the release of several reports covering a variety of disability policy issues, including a dynamic report, *Cognitive Impairments and the Application of Title I of the Americans with Disabilities Act*, which reflects NCD's commitment to and interest in determining the relationships among the Americans with Disabilities Act, select national policies and program initiatives, and the career preparation and employment status of individuals with cognitive impairments.

In conclusion, we believe that NCD continues to play a vital role in the development of disability policy—a policy that affects 49 million Americans with disabilities and their families.

We look forward to working with you, Mr. President, your Administration, and the 105th Congress as we continue to provide an essential element in policy development.

Sincerely,

Marca Bristo
Chairperson

(The same letter of transmittal was sent to the President Pro Tempore of the U.S. Senate and the Speaker of the U.S. House of Representatives.)

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NCD MEMBERS AND STAFF

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Kate P. Wolters, Vice Chairperson
Yerker Andersson, Ph.D.
Larry Brown, Jr.
John A. Gannon
John D. Kemp
Audrey McCrimon
Bonnie O'Day
Lilliam Rangel Pollo
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Staff

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Billie Jean Hill, Program Specialist
Jamal Mazrui, Program Specialist
Mark S. Quigley, Public Affairs Specialist and Editor
Brenda Bratton, Executive Secretary
Stacey S. Brown, Staff Assistant
Janice Mack, Administrative Officer

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MAJOR ACTIVITIES SUMMARY—FISCAL YEAR 1996

With a budget authorization of $1,793,000, the National Council on Disability (NCD) began Fiscal Year (FY) 1996 with numerous activities designed to promote policies, programs, practices, and procedures that guarantee equal opportunity for all individuals with disabilities, regardless of the nature or severity of the disability; and to empower individuals with disabilities to achieve economic self-sufficiency, independent living, and inclusion and integration into all aspects of society.

For FY 1996, NCD continued to review and evaluate new and emerging policy issues affecting people with disabilities at the federal, state, and local levels, and in the private sector, including the need for and coordination of adult services, access to personal assistance services, school reform efforts and the impact of such efforts on individuals with disabilities, access to health care, and policies that operate as disincentives for individuals to seek and retain employment.

NCD's major activity for FY 1996 was conducting a **National Summit on Disability Policy** and presenting the President and Congress with policy goals for the next decade and more than 120 recommendations in its historic report *Achieving Independence: The Challenge for the 21st Century*. This was done in accordance with Section 401(b)(1) of the Rehabilitation Act of 1973, as amended.

NCD's other significant highlights for FY 1996 included the release of several reports covering a variety of disability policy issues. The report *Cognitive Impairments and the Application of Title I of the Americans with Disabilities Act* reflects NCD's commitment to and interest in determining the relationships among the Americans with Disabilities Act, select national policies and program initiatives, and the career preparation and employment status of individuals with cognitive impairments. NCD's report *Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children Supplement* gathered 800 pages of research about the implementation, effectiveness, and impact of the

Individuals with Disabilities Education Act. Other reports in FY 1996 included *Foreign Policy and Disability*; *Guidance from the Graphical User Interface (GUI) Experience: What GUI Teaches About Technology Access*; *Disability Perspectives and Recommendations on Proposals to Reform the Medicaid and Medicare Programs*; and *Access to the Information Superhighway and Emerging Information Technologies by People with Disabilities*.

In addition, the U.S. Senate confirmed Hughey Walker of Hemingway, South Carolina, as an NCD member and reconfirmed Marca Bristo of Chicago, Illinois, as chairperson and Kate Pew Wolters of Grand Rapids, Michigan, as a member.

ACTIVITIES FOR FY 1996

NCD conducted several activities during FY 1996 that were designed to maximize consumer input on public policy issues affecting the lives of people with disabilities and to provide the public with information on NCD's activities. A summary of those activities follows:

NCD Chairperson and Advocates Met with Housing Secretary

November 7, 1995, Washington, D.C.
February 17, 1996, Washington, D.C.

NCD chairperson Marca Bristo met with Henry G. Cisneros, Secretary of Housing and Urban Development (HUD), to discuss issues relating to the housing needs of people with disabilities.

NCD paved the way for greater input for people with disabilities with Secretary Cisneros regarding housing needs. As a result, representatives of the National Action Coalition for Disability Rights in Housing met separately with Secretary Cisneros for two hours to discuss a number of housing issues. The secretary agreed to hold public forums around the country "to sharpen the issues" that NAC raised about HUD's section 232 program, which provides mortgages for nursing homes. NAC members also raised a variety of other issues, including a proposal that the secretary establish a separate office to address the housing needs of people with disabilities.

Medicaid/Medicare Report Release

November 9, 1995, Washington, D.C.

NCD released a time-sensitive report, *Disability Perspectives and Recommendations on Proposals to Reform the Medicaid and Medicare Programs*, which addressed proposed changes to these programs that could have a serious adverse impact on approximately 9 million people with disabilities who depend on them to meet their critical care needs.

LONG-RANGE PLANNING OF THE NATIONAL INSTITUTE ON DISABILITY AND REHABILITATION RESEARCH

November 28, 1995, Washington, D.C.

NCD participated in the long-range planning process of the National Institute on Disability and Rehabilitation Research (NIDRR) regarding research needed to facilitate the independent living of people with disabilities.

NCD, with its mandate to advise the President and Congress on disability policy, is in a key position to articulate the research needs that will assist the formulation of a strong, cohesive national disability policy. NCD's congressional mandate also requires that NCD offer advice and guidance to NIDRR as it formulates its research priorities.

NCD CONDUCTS ADA RESEARCH MEETING

January 24, 1996, Washington, D.C.

Disability advocates participated in NCD's Americans with Disabilities Act (ADA) research meeting, to discuss and make recommendations on needed research on ADA's implementation and impact after five years in existence.

COGNITIVE IMPAIRMENT REPORT RELEASE

January 26, 1996, Washington, D.C.

NCD presented the President and Congress with advice and recommendations to further the goals of ADA in its report *Cognitive Impairments and the Application of Title I of the Americans with Disabilities Act*. This report reflects NCD's commitment to and interest in determining the relationships among ADA, select national policies and program initiatives, and the career preparation and employment status of individuals with cognitive impairments. The report provides an analysis of relevant sections of ADA and related legislation, a review of government-sponsored evaluations and professional research in specific areas of labor and education, and a national survey about individualization practices in transition and supported employment programs.

NCD MEMBERS AND STAFF HONORED

March 9, 1996, Washington, D.C.

NCD members and staff were among individuals who were honored by the American Foundation for the Blind. They received the 1996 Access Award for making the Microsoft Corporation aware of the problems persons who are blind and visually impaired have with its products, and producing a commitment from Microsoft to improve access.

U.S. ADVISORY COMMISSION ON INTERGOVERNMENTAL RELATIONS TESTIMONY

March 26, 1996, Washington, D.C.

NCD presented testimony to the U.S. Advisory Commission on Intergovernmental Relations (ACIR) at a public hearing on ACIR's preliminary report *The Role of Federal*

Mandates in Intergovernmental Relations. NCD opposed the draft report's recommendations to eliminate a private right of action and to reduce state and local governments' compliance obligations under ADA and the Individuals with Disabilities Education Act (IDEA). An overwhelming response from the disability community significantly contributed to the report's rejection.

GRAPHICAL USER INTERFACE REPORT RELEASE

March 28, 1996, Washington, D.C.

In August 1994, members and staff of NCD began meeting with representatives of the disability community and officials of Microsoft Corporation to discuss access to Windows-based software for people with disabilities, especially people with severe visual impairments.

As part of its research agenda, NCD established Tech Watch, a community-based, cross-disability consumer task force on technology. The 11-member task force provides information to NCD on issues relating to emerging legislation on technology and helps monitor compliance with civil rights legislation, such as Section 508 of the Rehabilitation Act of 1973, as amended.

This report was commissioned by NCD on the advice of Tech Watch. It is a retrospective analysis of the crisis for people with visual disabilities that was caused by the widespread adoption of graphical user interfaces in information technologies. Numerous interviews were conducted to trace the history of the crisis and the response from the disability community in general and NCD in particular. The report makes recommendations to NCD on how such a crisis might be averted in the future so that people with disabilities will benefit as much as others from advances in technology.

IDEA REPORT SUPPLEMENT RELEASE

April 26, 1996, Washington, D.C.

NCD released *Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children Supplement*, which presents extensive research on progress in the implementation of IDEA over the past 20 years.

NATIONAL SUMMIT ON DISABILITY POLICY

April 27-29, 1996, Dallas, Texas

More than 300 people, chosen to represent the broad array of persons with disabilities, participated in NCD's National Summit on Disability Policy, "Achieving Independence: The Challenge for the 21st Century." The diverse group of participants, including 18 student leaders, played a central role in developing comprehensive recommendations for the future of people with disabilities in this country. The summit's 11 topic areas were policy coordination, civil rights, education, employment, Social Security and other income maintenance, health insurance and health care, long-term services in the community, technology, housing, transportation, and international concerns. Recommendations from the summit were released in a report to the President and Congress on July 26, to coincide with the sixth anniversary of ADA. Aimed at improving the opportunities and conditions affecting all aspects of life for people with disabilities, these recommendations are a follow-up to the recommendations contained in NCD's 1986 report *Toward Independence*.

In addition, NCD has a unique responsibility to provide valuable information and research on new and emerging issues that impact on people with disabilities. Devolution

and deregulation, physician-assisted suicide, and welfare reform are among some of the issues that have moved to the forefront and are worthy of future discussion and review.

UNITED NATIONS CONFERENCE ON HUMAN SETTLEMENTS

June 13-17, 1996, Istanbul, Turkey

The chairperson participated as a U.S. delegate in Habitat II, the United Nations Conference on Human Settlements, which was intended to promote new policies and strategies for urban management and housing development and to highlight the needs and opportunities for investment in infrastructure and services. The delegation was led by HUD Secretary Henry G. Cisneros, who subsequently noted that achievements in the area of disability were cited as a major accomplishment of the summit.

NCD WEB SITE

July 1, 1996, Washington, D.C.

In an effort to better serve its consumers, NCD announced its new Internet Web site in the July issue of *NCD Bulletin*. NCD publications and links to other government sources are now accessible at **http://www.ncd.gov**, making it easier for people with disabilities to receive reports and learn more about the issues that affect their lives.

DISABILITY POLICY REPORT RELEASE, CONGRESSIONAL BRIEFING, AND NEWS CONFERENCE

July 25-26, 1995, Washington, D.C.

To highlight the sixth anniversary of the passage of ADA, NCD transmitted its historic report *Achieving Independence: The Challenge for the 21st Century*, with policy goals for the next decade, to the President on July 26 at the White House. On July 25, the chairperson, other members, and several participants from NCD's National Summit on Disability Policy conducted a full briefing for members of Congress and administration officials. A panel of distinguished guests who participated in the summit offered remarks and discussed the report's recommendations. Senators Bill Frist (R-TN), Tom Harkin (D-IA), and Paul Simon (D-IL) and Congressmen Major R. Owens (D-NY) and Steny H. Hoyer (D-MD) all accepted the report and offered supporting remarks. The NCD chairperson also appeared live on C-SPAN's "Washington Journal," supporting ADA.

In other related events, NCD held a news conference to release the report at the National Press Club in Washington, D.C. People with disabilities celebrated the sixth anniversary of ADA in at least 41 states. NCD members and staff released *Achieving Independence* at 13 of those events.

FOREIGN POLICY REPORT RELEASE

August 1, 1996, Washington, D.C.

In 1995, NCD was designated by the Department of State to be the official contact point within the U.S. government for disability issues. Through this study, NCD sought to measure the extent to which U.S. disability rights laws are extended in international settings through the activities of three key U.S. foreign policy agencies: the Department of State, the Agency for International Development, and the United States Information Agency.

The study examined these agencies' policies and programs on employment, accessibility, and outreach and the attitudes of their officials in light of U.S. disability rights law and

democratic principles. The primary objective was to assess the impact of American foreign policy and programs on individuals with disabilities, both U.S. citizens and residents of other nations.

Plans are under way to follow up with appropriate federal agencies to urge implementation of the recommendations.

With the creation of the special rapporteur for disability issues at the United Nations Commission for Social Development, demand for disability-related information has increased dramatically at NCD. As the official point of contact with the special rapporteur regarding the development of U.S. foreign policy on disability issues, NCD continues to advocate in the United Nations on behalf of international disability rights.

In other related activities, the Organization of American States (OAS) General Assembly met in Panama on June 7, 1996, and approved without change the OAS Working Group on Disabilities' draft resolution "Panama Commitment to Persons with Disabilities in the American Hemisphere." NCD assisted in drafting the resolution, which calls for future legal commitments for the protection of people with disabilities.

THIRD PARALYMPIC CONGRESS

August 12-16, 1996, Atlanta, Georgia

NCD members joined other notable national and international speakers at the Third Paralympic Congress, where participants met to discuss global disability issues.

INFORMATION SUPERHIGHWAY REPORT RELEASE

September 30, 1996, Washington, D.C.

NCD published its study *Access to the Information Superhighway and Emerging Information Technologies by People with Disabilities*, which examines how to make all electronic products and systems more accessible to individuals with the full range of type, degree, and combination of disability.

RESEARCH

NCD, with its mandate to advise the President and Congress on disability policy, is in a key position to articulate the research needs that will assist the formulation of a strong, cohesive national disability policy.

In its efforts to provide quality research in areas of interest to people with disabilities, and in response to its congressional mandate, NCD worked in the following research arenas:

EDUCATION

NCD continued its research in educating students with disabilities. As a follow-up to its previous studies (*The Education of Students with Disabilities: Where Do We Stand?*; *Serving the Nation's Students with Disabilities: Progress and Prospects*; *A System Apart: A Study of the Least Restrictive Environment Provisions of IDEA in Massachusetts and Illinois*; *Inclusionary Education for Students with Disabilities: Keeping the Promise*; and *Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children*), NCD published *Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children Supplement*, which gathers 800 pages of complete research about the implementation, effectiveness, and impact of IDEA.

TECH WATCH

As part of its research agenda, NCD established the Technology Watch task force (Tech Watch) in January 1995—a community-based, cross-disability consumer task force on technology. The 11-member task force continues to provide information to NCD on issues relating to emerging legislation on technology and helps monitor compliance with civil rights legislation, such as Section 508 of the Rehabilitation Act of 1973, as amended.

Under a contract with NIDRR, NCD completed work in three new priority areas: (1) ensuring access to the information superhighway for Americans with disabilities; (2) ascertaining the status of federally assisted or sponsored policies and practices targeted to increase the participation of people with disabilities from diverse backgrounds in community service and educational programs; and (3) promoting the role of the United States in advancing the status of people with disabilities on an international basis.

INFORMATION SUPERHIGHWAY

NCD, under a contract with NIDRR, completed research with the Trace Center, University of Wisconsin at Madison, to make all electronic products and systems more accessible to individuals with the full range of type, degree, and combination of disability. NCD's report, *Access to the Information Superhighway and Emerging Information Technologies by People with Disabilities*, falls under the purview of Tech Watch.

MINORITY INITIATIVE

As a follow-up to NCD's 1993 report *Meeting the Unique Needs of Minorities with Disabilities: A Report to the President and the Congress of the United States*, NCD, under a contract with NIDRR, completed research with the Research and Training Center for Access to Rehabilitation and Economic Opportunity, Howard University, on a project titled *An Examination of the Impact of Federally Supported Community Services and*

Educational Systems on Underserved People with Disabilities from Diverse Cultural Populations. A report was released independently by Howard University.

INTERNATIONAL ISSUES

NCD continues to work closely with the Department of State on initiatives pertaining to people with disabilities. As a direct result of this close relationship, the Department of State designated NCD as the official point of contact with the special rapporteur regarding the development of U.S. foreign policy on disability issues.

As part of its work on international issues, NCD, under a contract with NIDRR, completed research with the World Institute on Disability to encourage the import of information on exemplary policies and practices abroad and to initiate linkages among U.S. researchers and advocates with their peers in other countries. NCD's report, *Foreign Policy and Disability*, was released in August.

CONGRESSIONAL TESTIMONY

During FY 1996, NCD provided formal testimony to the Congress on two occasions:

March 12, 1996, before the U.S. House of Representatives

NCD members and the executive director testified before the U.S. House Committee on Appropriations, Subcommittee on Labor, Health and Human Services, and Education, regarding its FY 1997 budget request.

March 18, 1996, testimony submitted for the record of the U.S. Senate

The U.S. Senate Committee on Appropriations, Subcommittee on Labor, Health and Human Services, Education, and Related Agencies received testimony from the NCD chairperson regarding its FY 1997 budget request.

INFORMATION DISSEMINATION

During FY 1996, NCD continued to receive thousands of telephone calls and letters from concerned individuals and organizations about disability issues. With the development of a new Internet Web page and e-mail capabilities, NCD's outreach to its consumers reached new proportions. NCD continued to disseminate important disability-related information through its monthly publication *NCD BULLETIN*, special mailings, published articles, special reports, annual reports, a new general-purpose brochure, other disability organizations, and ongoing interaction with the news media.

In addition, during FY 1996 NCD also produced and distributed a video of the fifth anniversary celebration of ADA, which was conducted July 25, 1995, at the National Press Building in Washington, D.C.

NCD QUARTERLY MEETINGS

As required by Section 400(3)(c) of the Rehabilitation Act of 1973, as amended, NCD met on four occasions during FY 1996:

November 6-7, 1995; Washington, D.C.
March 4-6, 1996; Washington, D.C.

May 20-21, 1996; Detroit, Michigan

July 24-26, 1996; Washington, D.C.

APPENDIX A

NCD MEMBER AND STAFF BIOGRAPHIES

MEMBERS

MARCA BRISTO, CHAIRPERSON

Marca Bristo of Chicago, Illinois, is the chairperson of NCD. She was selected by President Clinton to be the first person with a disability to hold this position and was confirmed by the U.S. Senate on May 12, 1994. Ms. Bristo is also president and CEO of Access Living of Metropolitan Chicago.

As NCD chairperson, Ms. Bristo has worked to strengthen NCD's links to the community of people with disabilities and to parents and advocates. Under her direction, NCD continues to address inconsistencies in an outdated system of public policy to create a more cohesive, consumer-directed national policy on disability, at home and abroad. During her tenure, NCD has become more innovative and empowering in tackling issues that others have not, and its work truly reflects President Clinton's "people first" philosophy. She credits the Clinton administration for making significant progress on issues affecting people with disabilities.

Ms. Bristo has been instrumental in working with the disability community and NCD to play a larger role in advancing a national policy on health reform, including personal assistance services, housing, civil rights, technology, transportation, education, ADA implementation monitoring and economic empowerment and inclusion.

In 1979, Ms. Bristo helped to found Access Living as Chicago's only nonresidential independent-living program for people with disabilities. She directed Access Living through its initial period

of affiliation with the Rehabilitation Institute of Chicago and into full autonomy in 1987. Ms. Bristo also co-founded and served a two-term presidency for the National Council on Independent Living and was a member of the task force that crafted ADA.

Ms. Bristo was an official U.S. delegate to the United Nations World Summit for Social Development in Copenhagen, Denmark, in March 1995. In June 1996, she participated as a U.S. delegate in Habitat II, the United Nations Conference on Human Settlements, in Istanbul, Turkey.

Ms. Bristo has received numerous awards and honors, including the 1993 Henry B. Betts Award, the Distinguished Service Award of the President of the United States, the 1993 United Way of Chicago Executive of the Year Award, the 1996 YWCA of Metropolitan Chicago Outstanding Achievement and Racial Justice Award, and the 1996 Paraquad Gateway to Independence Award. She has assisted in writing and modifying city, state, and national legislation prohibiting rights violations.

Ms. Bristo has also been awarded the Coalition of Citizens with Disabilities of Illinois 1995 Distinguished Citizen Award and the 1995 Rush University Trustee Medal, was named 1995 Distinguished Alumna of the Rush–Presbyterian–St. Luke's Nurses Alumni Association, and was selected as one of the recipients of the 1995 Mercedes-Benz Mentor Award. She was also featured in the January 29, 1996, issue of *Crain's Chicago Business* as one of the "100 Most Influential Women in Chicago."

Ms. Bristo, who holds a bachelor of arts degree in sociology from Beloit College and a bachelor of science degree in nursing from Rush College of Nursing, lives in Chicago with her husband Bob Kettlewell and two children.

KATE P. WOLTERS, VICE CHAIRPERSON

Kate P. Wolters of Grand Rapids, Michigan, is NCD vice chairperson. She was confirmed by the U.S. Senate to be a member of NCD on May 12, 1994. From 1986 until 1996, she was executive

director of the Steelcase Foundation, an endowment unit of Steelcase Inc. (the world's leading designer and manufacturer of office furniture), where she reviewed, evaluated, and presented to the board of trustees funding requests that benefit communities across the United States, particularly communities in which Steelcase has manufacturing operations. Ms. Wolters currently serves as a member of the foundation's board and is its chair.

Ms. Wolters was appointed by the Governor of Michigan to the Michigan Developmental Disabilities Council in 1984 and reappointed in 1991 as its chair. She is immediate past president of the board of the Michigan Council for Independent Living. She is on the Board of Visitors of Michigan State University's School of Social Science and is director on the boards of the Irving S. Gilmore International Keyboard Festival, the Michigan AIDS Fund, the Council of Michigan Foundations, and Aquinas College.

She holds a bachelor of arts degree in sociology from Aquinas College in Grand Rapids and a master's degree in social work from Michigan State University.

YERKER ANDERSSON, PH.D.

Dr. Yerker Andersson of Frederick, Maryland, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. In 1996, he retired as chairperson of Deaf Studies at Gallaudet University and received the status of professor emeritus.

A native of Sweden, Dr. Andersson has held several other positions with Gallaudet University, including American Sign Language/Deaf Studies Project coordinator, professor of sociology, special assistant to the dean of the College of Arts and Sciences, and chairman of the Department of Sociology and Social Work.

He has also been involved in local and national organizations, including the American Sociological Association, the D.C. Sociological Society, the American Association of University

Professors, the Gallaudet University Alumni Association, the National Association of the Deaf, and the World Federation of the Deaf.

His awards and honors include the Distinguished Award, National Association of the Deaf; Jonathan Hall Man of the Year; Edward Miner Gallaudet Leadership Award; International Solidarity Merit Award, World Federation of the Deaf; and Olof Hanson Service Award.

Dr. Andersson received a B.A. in sociology from Gallaudet University; an M.A. in rehabilitation counseling and a professional diploma in counseling from Teachers College, Columbia University; and a Ph.D. in sociology from the University of Maryland.

LARRY BROWN, JR.

Larry Brown, Jr., of Potomac, Maryland, was reappointed in 1994 as an NCD member by President Clinton. Before becoming the vice president of the Michael Companies, Inc.—a full-time service commercial real estate firm—Mr. Brown was the Xerox business and community relations manager for the Mid-Atlantic Region, Coastal Operations, Custom Systems Division. He was also government and community relations manager with Integrated Systems Operations.

Mr. Brown was a running back for the Washington Redskins for eight years. During that time he received many awards, including Most Valuable Player in the National Football League for 1972. He was inducted into the Washington, D.C., Touchdown Hall of Fame in 1991.

After retiring from football in 1977, he worked at E. F. Hutton as a personal financial management adviser and at the Department of Commerce as special assistant to the director, Office of Minority Business Enterprise. He is involved with youth, people with disabilities, and senior citizens. Mr. Brown has spoken at schools, colleges, and universities on motivation, discipline, and camaraderie. He works with many organizations, including Joint Action in Community Service, Inc., and the Board of Visitors, George Mason University.

JOHN A. GANNON

John A. Gannon of Cleveland, Ohio, and Washington, D.C., was appointed to NCD in December 1988. He has served as NCD's acting chairperson and vice chairperson.

A firefighter for more than 30 years, Mr. Gannon was an active leader of the International Association of Fire Fighters (IAFF) Local 93. Starting as a member of the local IAFF committee, he eventually became president, a position he held for 10 years before being elected to national office.

In September 1988, Mr. Gannon was elected IAFF president emeritus. He had served as president of the 170,000-member organization since 1980. Under his leadership, IAFF expanded its role in occupational safety and health. Concerned about the hazards of his profession, he guided and directed a series of programs to promote greater safety and health protection. One program sponsored research on safer garments and equipment for firefighters. Mr. Gannon also fostered development of the IAFF Burn Foundation, which raises funds for research on the care of people who have been severely burned. In 1985, the Metropolitan General Hospital in Cleveland dedicated the John Gannon Burn and Trauma Center in recognition of his support for the hospital.

Mr. Gannon was elected vice president of AFL-CIO, with which IAFF is affiliated. Within AFL-CIO, he was vice president of the Public Employee Department. On the Executive Council, he was a member of several committees. He is a board member of the National Joint Council of Fire Service Organizations and in 1982 served as its chairman. He is a member of the board of the Muscular Dystrophy Association.

Mr. Gannon attended Miami University in Ohio and Glasgow University in Scotland, and studied at Baldwin-Wallace College and Cleveland State University.

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JOHN D. KEMP

John D. Kemp of Washington, D.C., was appointed to NCD by President Clinton and confirmed by the U.S. Senate on June 30, 1995. Mr. Kemp, a lawyer and expert on disability issues and services, is president and CEO of Very Special Arts (VSA), an affiliate of the John F. Kennedy Center for the Performing Arts.

Before joining VSA, Mr. Kemp was executive director of United Cerebral Palsy Associations, Inc. He also served as general counsel and vice president of development for the National Easter Seal Society. His ties to Easter Seals go back to his youth, when he was the national Easter Seal poster child at age 10.

In the 1970s, Mr. Kemp managed a firm that advised companies on state and federal civil rights, employment and education laws, and policies regarding persons with disabilities. He was also editor and publisher of *Disability & Employment Reporter*, a monthly legal and legislative newsletter for employers.

He serves on the boards of directors of several national organizations, including the National Rehabilitation Hospital, the Dole Foundation for Employment of People with Disabilities, and Independent Sector. He chaired the 1993 Henry B. Betts Award Jury.

Mr. Kemp is the recipient of many honors and awards, including the Horatio Alger Award, an honor extended to singularly accomplished individuals in recognition of their achievements in the face of adversity.

Mr. Kemp is a graduate of Georgetown University and Washburn University School of Law. He has appeared in a variety of forums to speak on civil rights, independent living, accessibility, and other disability issues, including Cable News Network's "Headline News," ABC News' "Business Week," NBC's "Today" show, and the "Ask Dr. Ruth" television show.

AUDREY MCCRIMON

Audrey McCrimon of Chicago, Illinois, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. She is the director of the Illinois Department of Rehabilitation Services (DORS). She is the first African American to hold this position.

As head of the state's lead agency serving people with disabilities, she oversees programs providing vocational rehabilitation, in-home care, advocacy, education, benefit determinations, and independent-living services for people with disabilities. Before becoming DORS director in 1991, Ms. McCrimon was the agency's associate director, supervising the Chicago office. Before joining state government, she was deputy commissioner on disability for the Chicago Department on Aging and Disability. She also has worked as a program coordinator for Chicago Citywide College and as a counselor for Jewish Vocational Services of Chicago.

In 1991, Ms. McCrimon was awarded the Advocacy and Volunteerism Award by the Association of Late Deafened Adults. Other honors include the August W. Christmann Award for Disability Advocacy, the Very Special Arts Advisory Committee Appreciation Award, and the National Organization on Disability Achievement Award.

In 1993, she attended the Program for Senior Executives in State and Local Government at the John F. Kennedy School of Government at Harvard University. She holds bachelor's and master's degrees in education from Northern Illinois University and is fluent in American Sign Language.

BONNIE O'DAY

Bonnie O'Day of Richfield, Minnesota, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on June 21, 1994. She is a Ph.D. candidate at the Heller School for Advanced Studies in Social Welfare Policy at Brandeis University. Ms. O'Day is also a consultant to the Independent Living Research Utilization Project in Houston, Texas.

She has been an adjunct professor at Brandeis, Tufts, and Suffolk Universities and has directed independent-living centers providing services and advocacy for people with severe disabilities in Massachusetts, Virginia, and Minnesota. She has been an advocate for the civil rights of blind and disabled people since 1973 and has served on the boards of directors of national, state, and local advocacy organizations. Her areas of expertise include employment, income maintenance, assistive technology, and civil rights.

LILLIAM RANGEL POLLO

Lilliam Rangel Pollo of Miami, Florida, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. She is a secretary at the University of Miami, School of Medicine, Department of Urology.

Ms. Rangel Pollo, a native of Cuba, was a regional coordinator at the Parent Education Network and also worked at the University of Miami's Bascom Palmer Eye Institute.

The mother of five children, the oldest of whom has developmental delays, Ms. Rangel Pollo is a recognized expert in special education and has participated in and presented at numerous conferences and workshops. She chaired the First and Second Annual Bilingual Inclusion Conferences on Educating Children with Disabilities and co-founded the Coalition for Integration of the Disabled, Inc., a statewide nonprofit organization promoting inclusionary educational opportunities for children with disabilities.

She is the recipient of the Commitment Award and the Outstanding Service Award from the Family Network on Disabilities, and the First Moments Award from the Coalition for Integration of the Disabled, Inc.

Ms. Rangel Pollo is currently attending Florida International University, pursuing legal assistant certification, and plans to continue her studies in the legal field.

DEBRA ROBINSON

Debra Robinson of Philadelphia, Pennsylvania, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. She is a consumer satisfaction team member and provides clerical support at Vision for Equality and previously worked at Philadelphia Coordinated Health Care.

In addition to being a former project consultant to the Supported Work Interview Project, Ms. Robinson was the first woman president of Speaking for Ourselves, where she was responsible for overseeing six chapters and the board of directors. She is a long-time advocate for people with disabilities and participated in the White House signing ceremony for ADA.

She is the recipient of the Peter and Elizabeth Greene Wiley Leadership Award and is the author of "Advocacy in the Danger Zone," which appeared in *Impact Magazine*.

SHIRLEY W. RYAN

Shirley W. Ryan of Winnetka, Illinois, is president and co-founder of the Pathways Center for Children, an outpatient, individualized neurodevelopmental therapy center for children with delayed gross or fine motor activity or motor-based eating problems. Mrs. Ryan also is president and co-founder of Pathways Awareness Foundation, a public health care awareness organization that focuses on issues that include child development problems and early infant assessment procedures for children with special needs.

As part of her outreach commitment to the community, Mrs. Ryan is a trustee for the Ronald McDonald Children's Charities and director of the United Cerebral Palsy Association of Chicago. She is an executive committee member of the Chicago Community Trust, a public foundation that makes awards in the areas of health, social services, education, civic affairs, and arts and humanities.

She is vice chairman, board of directors, Chicago Council on Foreign Relations; founder, Northwestern University graduate school invitational course; founding member, Northwestern University Women's Board; and director, Chicago Foundation on Education.

Mrs. Ryan's mission is to help children with movement difficulties and their families. Thanks to her vision and perseverance, hundreds of thousands of Americans have learned what signs in a baby's physical development may signal delayed development and the need for assistance. Mrs. Ryan is married and has three children.

MICHAEL B. UNHJEM

Michael B. Unhjem of Fargo, North Dakota, is president of Blue Cross/Blue Shield of North Dakota. He is the youngest person ever elected to the North Dakota House of Representatives and is a member of the National Conference of Commissioners on Uniform State Laws. He served in 1988 as president of the National Mental Health Association.

Mr. Unhjem has been involved in local and national organizations, including the Advisory Mental Health Council of the U.S. Department of Health and Human Services, the Governor's Commission on Mental Health Services, the National Alliance for Research on Schizophrenia and Depression, and the National Mental Health Leadership Forum. His awards include the 1989 Special Presidential Commendation from the American Psychiatric Association, the 1988 Distinguished Leadership Award from the North Dakota Psychological Association, and the National Excellence in Leadership Award from North Dakota.

He has been recognized by *Who's Who in American Politics, Who's Who in North Dakota, Who's Who in the Midwest, Personalities of America,* and *Men of Achievement.* Mr. Unhjem graduated magna cum laude with a B.A. in history and political science from Jamestown College in North Dakota in 1975. In 1978, he earned a J.D. with distinction from the University of North Dakota School of Law in Grand Forks. He is married and has three children.

RAE E. UNZICKER

Rae E. Unzicker of Sioux Falls, South Dakota, was appointed to NCD by President Clinton and confirmed by the U.S. Senate on June 30, 1995. She is a writer, speaker, consultant, teacher, and activist with special expertise in organizational development, public policy, and public relations.

Ms. Unzicker has been active in the psychiatric survivor movement since 1978, when she founded the South Dakota Mental Health Advocacy Project. She currently serves as president of the National Association for Rights Protection and Advocacy and as chairperson for the Protection and Advocacy for Individuals with Mental Illness Advisory Council to South Dakota Advocacy Services. She is a consultant to the National Empowerment Center and on the advisory board of the Boston University Center for Psychiatric Rehabilitation.

Ms. Unzicker's articles have appeared in many journals and books; they deal primarily with recovery and empowerment issues for persons with psychiatric labels. She has consulted or made presentations in more than 35 states and has appeared on all the major television talk shows, including "The Oprah Winfrey Show" and "Phil Donahue." She is co-producer of the video "Crazy Women: Madness, Myth, and Metaphor."

HUGHEY WALKER

Hughey Walker of Hemingway, South Carolina, is chief magistrate of Georgetown County. The U.S. Senate confirmed Mr. Walker as a member of NCD on December 22, 1995.

Mr. Walker is a former chairman of the Georgetown County Council. He previously served as an advocate counselor at South Carolina Protection and Advocacy System for the Handicapped, Inc., where he was responsible for investigating discrimination complaints for people with disabilities. In addition, Mr. Walker was the public affairs director at a local radio station.

ELA YAZZIE-KING

Ela Yazzie-King of Saint Michaels, Arizona, was appointed by President Clinton to NCD and confirmed by the U.S. Senate on April 6, 1995. She is the regional team coordinator of the Indian Children's Program.

Ms. Yazzie-King has been executive director of the Chinle Valley School for Exceptional Children, Inc., and project director of the Navajo Evaluation of Existing Disability Services; the Navajo Undergraduate Rehabilitation Training Project; Learn to Earn, Ltd.; the Indian Health Services Medical Management Project; and the Spinal Cord Injury Follow-up Project. She also has worked as a developmental disabilities advocate, rehabilitation specialist/counselor, and vocational counselor.

She is an active member of the Arizona Developmental Disabilities Advisory Council; the Administration on Developmental Disabilities Multi-Cultural Task Force in Washington, D.C.; and the New Mexico Independent Living Advisory Council. She is a former member of the Native American Research and Training Center, the Advisory Council of Northern Arizona University, and the Navajo Nation Advisory Council on the Handi-Capable.

Ms. Yazzie-King is the recipient of numerous awards, including Outstanding Volunteer, Navajo Nation Council on the Handicapped; and Citizen of the Year, Arizona Governor's Council on Disabilities.

She holds a bachelor of arts degree in psychology/sociology from Virginia Intermount College and a master of arts in rehabilitation counseling from the University of New Mexico.

STAFF

ETHEL D. BRIGGS, EXECUTIVE DIRECTOR

Ethel D. Briggs is the NCD executive director. Since joining the NCD staff, she has also served as acting executive director, deputy director, and director of adult services. She is a former chief of the Office of Staff Development and Training for the Washington, D.C., Rehabilitation Services Administration. She has worked as a rehabilitation counselor supervisor, vocational rehabilitation counselor, and part-time instructor at George Washington University.

Ms. Briggs, a long-time advocate for people with disabilities, graduated from North Carolina Central University and holds a master's degree in counseling from the University of North Carolina at Chapel Hill. She was recognized by *Dollar & Sense Magazine* as one of the "Top 100 African-American Business and Professional Women of 1989." Ms. Briggs also was recognized by *Outstanding Women in America* in 1976 and by *Who's Who in American Colleges and Universities* in 1971.

SPEED DAVIS, EXECUTIVE ASSISTANT TO THE CHAIRPERSON

Speed Davis is the executive assistant to the NCD chairperson. He previously served NCD as acting executive director. Mr. Davis came to NCD from the Massachusetts Office on Disability, where he began as the assistant director in 1987, became deputy director in 1989, and became director in 1991. Before that he was national director of program operations at the National Spinal Cord Injury Association, claims representative at the Social Security Administration in St. Louis, employment technician at the Missouri Division of Employment Security in Kansas City, and county director at the Central Missouri Counties/Human Development Corporation.

For more than 20 years, Mr. Davis has played a leadership role in advocacy activities on behalf of people with a wide range of disabilities. He has worked with public officials and private

citizens to improve the status of people with disabilities in the areas of civil rights, physical accessibility, employment, and transportation.

Mr. Davis is a nationally recognized expert on housing rights of people with disabilities and is well known for his expertise on the implementation of ADA. He has served on the Massachusetts Rehabilitation Commission Statewide Advisory Council and the Massachusetts Architectural Access Board. He was instrumental in the passage of state and local laws in Massachusetts establishing reserved parking for drivers with disabilities and was vice chairman of the coalition that caused the local bus system to be the first in the nation to place lift-equipped buses into service.

BILLIE JEAN HILL, PROGRAM SPECIALIST

Billie Jean Hill joined the NCD staff as a program specialist in March 1992. Previously, Ms. Hill was director of communications and editor for the Blinded Veterans Association; before that, she was founding director of a statewide broadcast service for persons with reading disabilities with Mississippi Educational Television in her home state. She was appointed to work on a governor's commission in Mississippi to report on the needs of children and youth in rural Mississippi who are disabled.

Ms. Hill studied journalism and education at Mississippi University for Women and at the University of London in England. She is chairperson of the Board of Publications for the American Council of the Blind.

JAMAL MAZRUI, PROGRAM SPECIALIST

Jamal Mazrui joined the NCD staff as a program specialist in March 1995. Mr. Mazrui came to NCD from the John F. Kennedy School of Government, Harvard University, where he was alumni database coordinator. He was an account manager and technical support specialist at

Advocate Development Corporation and a management information systems consultant at New England Telephone.

Mr. Mazrui has served as chair of the Rehabilitation Advisory Council, Massachusetts Commission for the Blind, and as legislative representative at the Bay State Council of the Blind; he is also the founder and former director of the Visually Impaired and Blind User Group of the Boston Computer Society. He was a member of the Board of Editors of the *Harvard Public Policy Review* and treasurer of the Kennedy School Black Caucus. Mr. Mazrui received a bachelor's degree in operations research from Princeton University and a master's in public policy from Harvard University.

MARK S. QUIGLEY, PUBLIC AFFAIRS SPECIALIST AND EDITOR

Mark S. Quigley joined the NCD staff as the public affairs specialist in May 1990. Before that he was a consultant to the U.S. National Commission on Drug-Free Schools. He is a former program coordinator at the U.S. Interagency Council on the Homeless and former director of communications at the White House Conference on Small Business.

Mr. Quigley graduated magna cum laude in 1979 from Northern Virginia Community College in Annandale, Virginia, with an A.S. in general studies. He received a B.A. in government and politics in 1983 and an M.P.A. in 1990 from George Mason University in Fairfax, Virginia.

BRENDA BRATTON, EXECUTIVE SECRETARY

Brenda Bratton is NCD's executive secretary. She was formerly a secretary at the National Transportation Safety Board. Ms. Bratton graduated from Farmville Central High School and the Washington School for Secretaries.

STACEY S. BROWN, STAFF ASSISTANT

Stacey S. Brown is NCD's staff assistant. He has been employed by NCD since 1986. His prior experience includes working as a receptionist and clerk with the Board for International Broadcasting and as a student assistant with the Compliance and Enforcement Unit of the Architectural and Transportation Barriers Compliance Board. Mr. Brown is a graduate of Howard University in Washington, D.C., where he earned a B.A. in political science in 1987.

JANICE MACK, ADMINISTRATIVE OFFICER

Janice Mack is NCD's administrative officer. She was formerly employed with the National Oceanic and Atmospheric Administration. Ms. Mack graduated from Calvin Coolidge High School.

APPENDIX B

NCD PUBLICATIONS

Achieving Independence: The Challenge for the 21st Century (1996)

Foreign Policy and Disability (1996)

Access to the Information Superhighway and Emerging Information Technologies by People with Disabilities (1996)

Guidance from the Graphical User Interface (GUI) Experience: What GUI Teaches About Technology Access (1996)

Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children Supplement (1996)

Cognitive Impairments and the Application of Title I of the Americans with Disabilities Act (1996)

Disability Perspectives and Recommendations on Proposals to Reform the Medicaid and Medicare Programs (1995)

Voices of Freedom: America Speaks Out on the ADA (1995)

Improving the Implementation of the Individuals with Disabilities Education Act: Making Schools Work for All of America's Children (1995)

The Americans with Disabilities Act: Ensuring Equal Access to the American Dream (1995)

Inclusionary Education for Students with Disabilities: Keeping the Promise (1994)

Making Health Care Reform Work for Americans with Disabilities: Summary Information on Five "Town Meetings" on Health Care Reform (1994)

Furthering the Goals of the Americans with Disabilities Act Through Disability Policy Research in the 1990s: Summary of Proceedings (1993)

ADA Watch—Year One: A Report to the President and the Congress on Progress in Implementing the Americans with Disabilities Act (1993)

Meeting the Unique Needs of Minorities with Disabilities (1993)

Serving the Nation's Students with Disabilities: Progress and Prospects (1993)

Sharing the Risk and Ensuring Independence: A Disability Perspective on Access to Health Insurance and Health-Related Services (1993)

Study on the Financing of Assistive Technology Devices and Services for Individuals with Disabilities (1993)

Wilderness Accessibility for People with Disabilities: A Report to the President and the Congress of the United States on Section 507(a) of the Americans with Disabilities Act (1992)

The Impact of Exemplary Technology-Support Programs on Students with Disabilities (1991)

The Education of Students with Disabilities: Where Do We Stand? (1989)

On the Threshold of Independence (1988)

Toward Independence: An Assessment of Federal Laws and Programs Affecting Persons with Disabilities—with Legislative Recommendations (1986)

In addition, NCD publishes annual reports and a monthly newsletter, *NCD BULLETIN*. All publications are free of charge and available in accessible formats.

APPENDIX C

MISSION OF THE NATIONAL COUNCIL ON DISABILITY

OVERVIEW AND PURPOSE

NCD is an independent federal agency led by 15 members appointed by the President of the United States and confirmed by the U.S. Senate.

The overall purpose of NCD is to promote policies, programs, practices, and procedures that guarantee equal opportunity for all individuals with disabilities, regardless of the nature or severity of the disability; and to empower individuals with disabilities to achieve economic self-sufficiency, independent living, and inclusion and integration into all aspects of society.

SPECIFIC DUTIES

The current statutory mandate of NCD includes the following:

- Reviewing and evaluating, on a continuing basis, policies, programs, practices, and procedures concerning individuals with disabilities conducted or assisted by federal departments and agencies, including programs established or assisted under the Rehabilitation Act of 1973, as amended, or under the Developmental Disabilities Assistance and Bill of Rights Act; as well as all statutes and regulations pertaining to federal programs that assist such individuals with disabilities, in order to assess the effectiveness of such policies, programs, practices, procedures, statutes, and regulations in meeting the needs of individuals with disabilities.

- Reviewing and evaluating, on a continuing basis, new and emerging disability policy issues affecting individuals with disabilities at the federal, state, and local levels, and in the private sector, including the need for and coordination of adult services, access to personal assistance services, school reform efforts and the impact of such efforts on individuals with disabilities, access to health care, and policies that operate as disincentives for individuals to seek and retain employment.

- Making recommendations to the President, the Congress, the Secretary of Education, the Director of the National Institute on Disability and Rehabilitation Research, and other officials of federal agencies, respecting ways to better promote equal opportunity, economic self-sufficiency, independent living, and inclusion and integration into all aspects of society for Americans with disabilities.

- Providing the Congress, on a continuing basis, advice, recommendations, legislative proposals, and any additional information that the Council or the Congress deems appropriate.

- Gathering information about the implementation, effectiveness, and impact of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.).

- Advising the President, the Congress, the Commissioner of the Rehabilitation Services Administration, the Assistant Secretary for Special Education and Rehabilitative Services within the Department of Education, and the Director of the National Institute on Disability and Rehabilitation Research on the development of the programs to be carried out under the Rehabilitation Act of 1973, as amended.

- Providing advice to the Commissioner with respect to the policies and conduct of the Rehabilitation Services Administration.

- Making recommendations to the Director of the National Institute on Disability and Rehabilitation Research on ways to improve research, service, administration, and the collection, dissemination, and implementation of research findings affecting persons with disabilities.

- Providing advice regarding priorities for the activities of the Interagency Disability Coordinating Council and reviewing the recommendations of this Council for legislative and administrative changes to ensure that such recommendations are consistent with the purposes of the Council to promote the full integration, independence, and productivity of individuals with disabilities;

- Preparing and submitting to the President and the Congress an annual report titled *National Disability Policy: A Progress Report.*

- Preparing and submitting to the Congress and the President an annual report containing a summary of the activities and accomplishments of the Council.

INTERNATIONAL

In 1995, NCD was designated by the Department of State to be the official contact point with the U.S. government for disability issues. Specifically, NCD interacts with the special rapporteur of United Nations Commission for Social Development on disability matters.

CONSUMERS SERVED AND CURRENT ACTIVITIES

While many government agencies deal with issues and programs affecting people with disabilities, NCD is the only federal agency charged with addressing, analyzing, and making recommendations on issues of public policy that affect people with disabilities regardless of age, disability type, perceived employment potential, economic need, specific functional ability, status

as a veteran, or other individual circumstance. NCD recognizes its unique opportunity to facilitate independent living, community integration, and employment opportunities for people with disabilities by ensuring an informed and coordinated approach to addressing the concerns of persons with disabilities and eliminating barriers to their active participation in community and family life.

NCD plays a major role in developing disability policy in America. In fact, it was NCD that originally proposed what eventually became ADA. NCD's present list of key issues includes improving personal assistance services, promoting health care reform, including students with disabilities in high-quality programs in typical neighborhood schools, promoting equal employment and community housing opportunities, monitoring the implementation of ADA, improving assistive technology, and ensuring that persons with disabilities who are members of minority groups fully participate in society.

STATUTORY HISTORY

NCD was initially established in 1978 as an advisory board within the Department of Education (Public Law 95-602). The Rehabilitation Act Amendments of 1984 (Public Law 98-221) transformed NCD into an independent agency.

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